

<b>Document Title</b>		<b>Modern Slavery and Human Trafficking Statement</b>	
<b>Date published</b>	March 2018	<b>Revision</b>	2

1. Statement Overview:

The Modern Slavery Act 2015 requires companies with a turnover in excess of £36 million to comply with producing an annual statement outlining their stance, preventative and reactive measures to slavery and human trafficking within their business and associated supply chains. The statement is published in line with the business’s financial year end date.

In accordance with the transitional guidelines set out by the government in the “Transparency in Supply Chain et. A practical guide” (Guidance issued under section 54(9) of the Modern Slavery Act) Salts healthcare are legally required to publish such a statement by the 31<sup>st</sup> December 2016 as our financial year end is the 31<sup>st</sup> December 2015.

This statement will outline key information on the action that Salts Healthcare carries out to ensure that there is no modern slavery or human trafficking present within the business or its supply chain.

2. Company Overview:

Salts Healthcare has been in operation since the early 1700’s; pioneering and manufacturing products that have shaped the medical industry. A family run business that began with the making of surgical instruments and artificial limbs for injured soldiers. Salts Healthcare has grown significantly since these earlier days, continuing with the manufacture of orthotic devices and now specialising in the niche sector of stoma devices. In addition to the manufacturing of these products, Salts Healthcare has an established ‘Medilink Home Delivery Service’ which supplies stoma patients with their personalised prescriptions. Salts healthcare have country-wide Customer Care Centres that facilitate the operational and customer service elements of this area of the business. All of the customer Care Centres dispense all FP10 listed stoma appliances in line with current pharmaceutical regulations. In more recent times Salts Healthcare has further increased its attention to supporting stoma patients with the introduction of the Salts Medilink Stoma Care Nurse Team. They are a community team of specialist Nurses that work across the country to provide bespoke care and support to stoma patients in their own home or through community based clinics.

Salts Healthcare do not just meet the needs of stoma patients here in the UK, but distribute globally, with a presence in 23 worldwide countries.

3. Supply Chain Overview:

- Suppliers of raw materials
- Suppliers of component parts
- Suppliers of Salts Branded Finished Products (i.e. WAP, WA1, PPS1)
- Suppliers of Competitor Finished Products



<b>Document Title</b>		<b>Modern Slavery and Human Trafficking Statement</b>	
<b>Date published</b>	March 2018	<b>Revision</b>	2

- Service Providers for delivery: PGS Global, APC etc.

4. Due Diligence:

Salts Healthcare are committed to continuous improvement and will be actively looking at ways in which improvements can be made when reviewing potential suppliers. Due diligence measures will be formalised to ensure appropriate assessments of suppliers are captured and continually monitored.

5. Risk Assessments:

Risk Assessments may be carried out where concerns have been identified from the self-declarations suppliers will complete. If such a situation arises; a relationship with potential suppliers will only be sought once a satisfactory risk assessment has been completed.

6. Counteractive Measures:

- Whistleblowing:

Salts Healthcare's company handbook contains a whistleblowing policy that all employees are issued as part of their induction. The whistleblowing policy allows employees to report concerns around workplace practices without fear of reprisal and confidence that the matter will be taken seriously and investigated appropriately. There are no restrictions on the subject matter of the issue in hand and therefore includes any concerns around slavery or human trafficking than an employee may have.

- Anti-Bribery and Corruption Training:

Training on anti-bribery and corruption is given to all relevant employees. This ensures all employees whose job role may be susceptible to bribes or corruption are fully informed of what this could look like and how to respond lawfully. This training increases staff awareness and knowledge on the subject matter, whilst preventing the possibility of such instances taking place.

- Recruitment and Selection:

The HR Department are responsible for overseeing recruitment within the company. All HR personnel are fully trained and qualified to carry out their role enabling safe and ethical recruitment at all times. Thorough and robust employment checks conducted prior to commencement of employment at Salts Healthcare ensures good recruitment practices are maintained at all times; minimising any risk of unethical employment or negligence relating to slavery or human trafficking.



<b>Document Title</b>		<b>Modern Slavery and Human Trafficking Statement</b>	
<b>Date published</b>	March 2018	<b>Revision</b>	2

7. Training

There is currently no formal training provisions in place around modern slavery or human trafficking but this can be obtained if required. The Training need around this subject matter will be reviewed annually in line with the review date of this statement to ensure training requirements are considered as the business evolves.

8. Related Policies:

- Whistleblowing
- QP06 Purchasing and Supplier Assessment Procedure
- Recruitment and Selection
- Grievance Policy
- Equality and Diversity Policy

Signature:	<i>W Kerley</i>
Name:	<i>WENDY KERLEY</i>
Position:	<i>H. R. MANAGER</i>
Date:	<i>6 MARCH 2018</i>

<b>Approved by Board of Directors:</b>	
Ian Taylor	Finance Director
Robert Salt	Export Director
Peter Salt	Managing Director
Philip Salt	Chief Executive